

Annual Disabled Veterans Affirmative Action Program Plan for FY 2006
(DVAAAP)
Plan Certification -- FY 2007

IDENTIFYING INFORMATION

A. Name and Address of Organization

U. S. Army Materiel Command 9301 Chapak Road, Fort Belvoir, VA 22060

B. Name and Title of Designated DVAAAP Official
(Include address, if different from above.)

Terrian P. Hicks, EEO Manager, (703) 806-8669/DSN 656 - (703) 806-8864/DSN 656

C. Name and Title of Contact Person
(Include address, if different from above.)

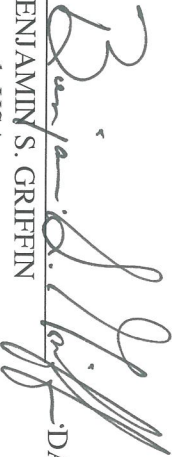
Terrian P. Hicks, EEO Manager, (703) 806-8669/DSN 656 - (703) 806-8864/DSN 656

D. Name and Title of Principal EEO Official
(Include address, if different from above.)

Jean W. James, Director, (703) 806-8219/DSN 656 - (703) 806-8864/DSN 656

CERTIFICATION: I certify that the above named agency: (1) has a current Disabled Veterans Affirmative Action Program (DVAAAP) plan and the program is being implemented as required by 38 U.S.C. §4214, as amended, and appropriate regulations and guidance issued by the U.S. Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a DVAAAP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

COMMANDER'S SIGNATURE

 DATE 2 Nov, 06

BENJAMIN S. GRIFFIN
General, USA
Commanding

U. S. Army Materiel Command



DISABLED VETERANS' ACCOMPLISHMENT REPORT, FISCAL YEAR 2006 AND AFFIRMATIVE ACTION PLAN

Disabled Veterans Affirmative Action Program (DVAAAP)

I. RECRUITMENT AND EMPLOYMENT METHODS

A. Policy:

It is the policy of the U. S. Army Materiel Command (AMC) to provide reasonable accommodations to ensure equal employment in hiring, advancement, training, and treatment of veterans with disabilities. This policy ensures that no qualified individual will be denied the opportunity for advancement solely because of his or her disability. To support these goals, the Commanding General affirms our commitment to these principles and ensures that equal employment opportunity is the standard throughout AMC and that equal employment opportunity, to include disabled veterans, is a command program. Even though the Office of Equal Employment Opportunity has been designated with the program responsibility, the command serves as an advocate to make necessary changes to overcome barriers that restrict equal employment.

The designated Program Manager for the AMC Disabled Veterans' Accomplishment Report (DVAAAP) is the Individual with Disabilities Program Manager (IWDPM). The IWDPM for the DVAAAP is a high-level responsibility in the organization to foster effective implementation of all facets of the program. The Deputy Chief of Staff for Personnel (G-1/G-4) has primary responsibility for the development and coordination of activities that facilitate the recruitment, employment, advancement, and retention of disabled veterans.

B. Recruitment Methods: AMC uses various methods to recruit and employ disabled veterans including Veterans Recruitment Appointments (VRA) and the Always a Soldier (AAS) Program.

1. Use of the Veterans Recruitment Appointment (VRA) and special temporary hiring authority for veterans who are 30 percent or more disabled. Under the VRA authority, AMC appoints eligible veterans without competition to positions at any grade level through GS-11 or equivalent.
2. The AAS Program is an AMC-based initiative focused on assisting disabled veterans. The goal of the program is to provide continuing support to disabled veterans beyond their active-duty service. The AAS Program provides service-connected disabled veterans opportunities to seek employment, career advancement, and job mobility throughout AMC. To accomplish this goal, the AAS Program has collaborated with existing Army programs (Wounded Warrior Program, Disabled Soldier Services, and Army Community Service) and the Veterans Administration/Disabled American Veterans to market the program. The AAS Program has established formal partnerships with the Veterans of Foreign Wars, American Legion, Disabled Veterans of America, and the Paralyzed Veterans of America, to integrate Soldiers back into the AMC workforce.
3. AMC is committed under the purview of the AAS Program to partner with other existing Army Programs (Disabled Soldier Services, Army Community Service) and the Veterans Administration/Disabled American Veterans.

4. The thirty percent or more compensable disability program is used to non-competitively appoint a veteran with a compensable service-connected disability of 30% or more to a temporary appointment of more than 60 days or to a term appointment. The employee may be converted to a career or career-conditional appointment at any time during the employee's temporary or term appointment. This is typically the vehicle used to hire soldiers under the AAS Program.
5. Veterans' Employment Opportunity Act (VEOA) 1998. VEOA allows eligible veterans to apply and compete for positions announced under merit promotion procedures when the hiring agency is recruiting from outside its own workforce. Veterans selected under merit promotion procedures are given a career or career-conditional appointment.
6. The AMC will focus its energy towards initiating efforts to take advantage of non-competitive hiring flexibilities (i.e., working with individuals who are disabled and have a certification letter from the Department of Veterans Affairs who are eligible to apply to apply for non-competitive appointment through the Schedule A hiring authority).

II. METHODS USED TO PROVIDE OR IMPROVE INTERNAL ADVANCEMENT OPPORTUNITIES FOR DISABLED VETERANS.

AMC requires each manager/supervisor to complete an individual development plan for upward mobility for each VRA hire. This development plan outlines competencies to be attained and formal courses that should be taken. AMC ensures that these competencies are attained through on-the-job training.

A main avenue to address issues is the Physically Able-bodied Challenged Employees (PACE) Committee at one of the U.S. Army Communications-Electronics Life Cycle Management Command's depots. This committee meets monthly and is co-chaired by the EEO Manager. In attendance are the Director of Public Works, a Union Official, the Personnel Director, a Safety Specialist, and any disabled employees (including veterans) who want to attend. The purpose of the committee is to identify issues and develop solutions for these issues that affect our disabled employees. Some of the problems identified and addressed are communication barriers, technology accessibility, and opportunities in the areas of training and promotion.

In compliance with the recent amendment of section 508 of the Rehabilitation Act, the U.S. Army Research, Development, and Engineering Command (RDECOM) has made its website accessible to disabled employees and has purchased voice recognition and vocalization software to ensure our disabled veterans are afforded every opportunity available to prepare them for advancement opportunities.

The U.S. Army Tank-automotive and Armaments Life Cycle Management Command uses our Disability Awareness Month as a means to promote issues, opportunities and concerns of and for the disabled community. Garrison managers and potential hiring officials regularly receive up-to-date information on employing disabled veterans via printed media, through annual employment workshops aimed at increasing opportunities for disabled employees, and the on-site Computer/Electronic Accommodation Program. Various workshops and briefings are conducted on "Resume Preparation" designed to assist personnel (uniformed and civilian) on how to prepare and submit electronic resumes on the automated system.

III. MONITORING, REVIEW AND EVALUATION OF ARMY COMMANDS/ FIELD OPERATING ACTIVITIES (FOA) AND INDEPENDENT REPORTING ACTIVITIES (IRA) PROGRAMS.

The AAS Program is goal-oriented. To measure hiring success, AMC has established metrics for the command's Balanced Score Card and additional quarterly reporting requirements. The Headquarters AMC (HQ AMC) program manager stays in close contact with all MSC representatives to share resumes and remain abreast of information pertinent to the program and the wounded Soldiers. HQ AMC and each of the MSCs are accountable for assisting in the success of the program. The AMC commander is kept informed of new hires and program trends at all times.

The U.S. Army Aviation and Missile Life Cycle Management Command and depot EEO Offices review program accomplishments annually in conjunction with the annual planning cycle for AEP for hiring, placement and advancement of Individuals with Disabilities. Normally this occurs in November of each year.

The EEO office has established a DVAAP manager and subordinate DVAAP representatives to oversee DVAAP program. Part of the program manager's responsibility will be to oversee the needs, issues and concerns of individuals with disabilities and disabled veterans and monitor the workplace climate and accommodations in accordance with prescribed regulatory guidance. The Special Emphasis Program Manager will oversee subordinate units' DVAAP programs.

IV. PROGRESS IN IMPLEMENTING AFFIRMATIVE ACTION PLAN.

The AAS Program focuses on the outreach and recruitment of disabled veterans by attending various career fairs and employment symposiums at locations across the country. The program was represented at the TRADOC Career Fair at Walter Reed Army Medical Center (WRAMC) on June 1, 2006; the Hiring Heroes Career Fair at WRAMC on June 21, 2006; the Hiring Heroes Career Fair on August 9, 2006, at Ft. Gordon, Georgia; and the Hiring Heroes Career Fair on September 19, 2006, at Ft. Sam Houston, Texas. The AAS Program utilizes outreach opportunities by attending local disabled veteran activities and sporting events. A weekly visit to WRAMC and Bethesda Naval Medical Center allows the program to support both the disabled veteran and the veteran's families and allows program information to be disseminated throughout the medical center communities. The AAS program is also represented by attending and speaking at various disabled awareness conferences such as the Disability Awareness month seminar at Ft. Hood, Texas, October 17, 2006. Additionally, there are web links set up on the AMC home page (<http://www.amc.army.mil/alwaysasoldier/>) for additional information and point of contacts.

Beginning in September 2006, the AAS Program has enhanced the relationship with the Army Wounded Warrior Program (AW2). The AW2 Program has added the AAS Program website as a link on their website. By doing this, the AAS Program will be able to tap into the Army-wide database that AW2 has gathered and expand our recruitment and outreach initiatives throughout the nation. The AAS Program also collaborates with the Department of Defense (DOD) initiative, "Operation Warfighter". Operation Warfighter provides meaningful temporary work assignments throughout AMC and other federal agencies for wounded Soldiers.

Temporary assignments are presented to veterans as a great employment opportunity to explore their interests and abilities, develop job skills, and gain valuable federal government work experience that will help them in the future. AMC utilizes these veterans' training, determination, and hard work ethic to allow disabled veterans to stay in the fight and continue to serve the military after their active service is complete.

The Civilian Personnel Advisory Center and RDECOM participated in the Hiring Heroes Career Fair at Walter Reed on June 21, 2006. Twenty-five applications were obtained and distributed to Army Research Laboratory managers throughout the organization. Interest has been expressed in three applications and job offers/temporary assignments are anticipated. The prospective positions are in Security and Logistics.

On July 24, 2006, the AAS Program Guide was released to the AMC workforce to assist in identifying roles and responsibilities associated with the program. The program guide was disseminated throughout the MSCs to allow the AMC community to have a working knowledge of the AAS Program goals and standards for both outreach and recruiting disabled veterans nationwide. Since January 2005, twenty-three veterans have been hired at AMC utilizing the AAS Program. Twelve have been hired in FY 2006.

AMC hired 4,150 employees in FY 06 and 9.93% were disabled veterans, including 5.49% with a disability of 30% or more. AMC promoted 4,721 employees in FY 06 and 7.69% were disabled veterans, including 4.07% with a disability of 30% or more. AMC continues to hire and promote disabled veterans at rates that exceed DOD goals.

The current AMC total workforce population is 52, 616 with 3,450 (6.56%) being disabled veterans. This is an increase of 403 from FY 2005. AMC falls slightly below the DoD goal of 7%. Currently 1,740 employees are veterans with a service-connected disability of 30% or more. This number is 3.31% of the total workforce and is above the DoD goal of 2%.

**ARMY DISABLED VETERANS AFFIRMATIVE
ACTION PROGRAM PLAN ACCOMPLISHMENT
REPORT - FY 2006
ARMY PROGRESS IN DVAAP IMPLEMENTATION
Analysis of Permanent Workforce – all serviced population: 35,953**

| Categories | Total | GS/GM (1-12) | GS/GM 13+ | Wage System | Pay Banding |
|--|----------------|----------------|--------------|----------------|--------------|
| Prior FY Disabled Veterans (DV) % Prior FY Representation | 3,047 8.57% | 1,391 3.91% | 410 1.15% | 1,046 2.94% | 200 0.56% |
| Current FY Disabled Veterans % Current FY Representation | 3,450 9.60% | 1,619 4.50% | 465 1.29% | 1,122 3.12% | 244 0.66% |
| Population Change % Population Change* | 403 13.23% | 228 16.39% | 55 13.41% | 76 7.27% | 44 22% |

| Categories | Prof | Admin | Technical | Clerical | Other | Blue Collar |
|---|--------------|----------------|--------------|-------------|--------------|----------------|
| Prior FY Disabled Veterans % Prior FY Representation | 222 0.62% | 1,239 3.48% | 284 0.80% | 55 0.15% | 197 0.55% | 1,046 2.94% |
| Current FY Disabled Veterans % Prior FY Representation | 249 0.69% | 1,502 4.18% | 314 0.87% | 61 0.17% | 202 0.56% | 1,122 3.12% |
| Population Change % Population Change* | 27 12.16% | 263 21.23% | 30 10.56% | 6 10.91% | 5 2.54% | 76 7.27% |

| Categories | Total | 30% DV GS/GM | 30% DV GS/GM 13+ | 30% DV Wage System | 30% DV Pay Banding |
|--|----------------|-----------------|---------------------|-----------------------|-----------------------|
| Prior FY 30% Disabled Veterans Prior FY Representation 30% DV | 1,461 4.11% | 735 2.07% | 198 0.56% | 443 1.22% | 85 0.24% |
| Current FY 30% DV % Current FY Representation | 1,740 4.84% | 885 2.46% | 243 0.68% | 490 1.36% | 122 0.34% |
| Population Change % Population Change* | 279 19.10% | 150 20.41% | 45 22.73% | 47 10.61% | 37 43.52% |

* Current year data ran on October 12, 2006 from Business Objects Application